

*The Superior Court of California, County of Sacramento
And Sacramento County invite applications for:*

CHIEF PROBATION OFFICER

\$224,272—\$247,260 annually

Plus a 3.35% Management Differential and Excellent Benefits



This is an EXEMPT Department Head position. The County of Sacramento is an Equal Opportunity Employer



THE COUNTY OF SACRAMENTO

Sacramento County was incorporated in 1850 as one of the original 27 counties of California. The County's largest city, the City of Sacramento, is the seat of government for California and also serves as the county seat. Sacramento became the State Capital in 1854. The County is the major component of the Sacramento Metropolitan Statistical Area (SMSA) which includes Sacramento, El Dorado and Placer Counties.

Sacramento County is an innovative, progressive, dynamic organization that continually strives to meet the changing needs of the residents of the County. Sacramento County encompasses approximately 994-square miles in the middle of the 400-mile long Central Valley, which is California's prime agricultural region. Sacramento County extends from the low delta lands between the Sacramento and San Joaquin rivers north to about ten miles beyond the State Capitol and east to the foothills of the Sierra Nevada Mountains. The southernmost portion of Sacramento County has direct access to the San Francisco Bay. Sacramento is known as the "River City" and has an abundance of water-oriented activities. Sacramento is home to the exciting Sacramento Kings basketball team, the Sacramento River Cats Triple-A baseball team, historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Stanford Mansion, Sacramento Zoo, Sutter's Fort, and the State Capitol Building. The County's total operating budget for 2020-21 is \$6.41 billion, and there are more than 12,500 full-time employees.

THE PROBATION DEPARTMENT

The Probation Department is an essential component of the justice system. Its mission is to protect public safety, ensure victims' rights, and facilitate positive change in adult and juvenile probation clients. In carrying out this responsibility, the Probation Department develops and implements effective evidence-based strategies and programs to hold clients accountable for their actions and to provide opportunities for rehabilitation and positive change. The Department is responsible for the supervision of individuals placed on formal probation, mandatory supervision, and post release community supervision. It operates and maintains several facilities and programs including the Youth Detention Facility, three Adult Day Reporting Centers, and four field services offices. The Department also provides support for the Sacramento Superior and Juvenile Court by submitting pre-sentence investigations of adult offenders and preparing social history reports for juveniles to assist the Courts in making decisions on disposition and sentencing. Further, the department prepares risk assessments to assist the Court in pre-trial release decisions. These efforts help sustain the County of Sacramento as a desirable, safe and economically viable community.

THE POSITION

Acting under the direction of the Presiding Judge of the Sacramento Superior Court, the Chief Probation Officer is responsible for overseeing the management and administration of the Probation Department's adult and juvenile operations and allocating resources in a manner that maximizes efficiency in supervision, treatment and rehabilitation operations and enhances service to the public.

Subject to the policy and fiscal guidelines issued by the Sacramento County Board of Supervisors and County Executive Officer, the Chief Probation Officer must perform certain duties, including but not limited to the following:

- Oversee a budget of \$171 million and a staff of approximately 655 in seven divisions: Professional Standards, Adult Court, Adult Field Operations, Adult Community Corrections, Juvenile Court, Juvenile Field Operations, and the Youth Detention Facility.
- Plan, direct and review the functions and activities of the Probation Department, including those related to the supervision and rehabilitation of adult and juvenile offenders.
- Establish, evaluate, monitor and revise Probation Department goals, objectives, policies, practices and procedures and direct the efforts of executive level Department management personnel in the planning and managing of departmental activities.
- Provide and maintain effective and responsive relationships with the Courts, law enforcement agencies, county departments, and community groups.

THE CANDIDATE

Education and Experience

A master's degree in criminal justice, public or business administration or a closely related discipline and three (3) years of recent high-level management experience in directing or administering a major operating bureau/division of a large and complex organization providing services in the field of adult and juvenile probation, adult and juvenile parole, or adult and juvenile corrections;

OR

A bachelor's degree from an accredited college or university in criminal justice, public or business administration or a closely related discipline and five (5) years of high-level management experience in directing or administering an operating bureau/division of a large and complex organization providing services in the field of adult and juvenile probation, adult and juvenile parole, or adult and juvenile corrections;

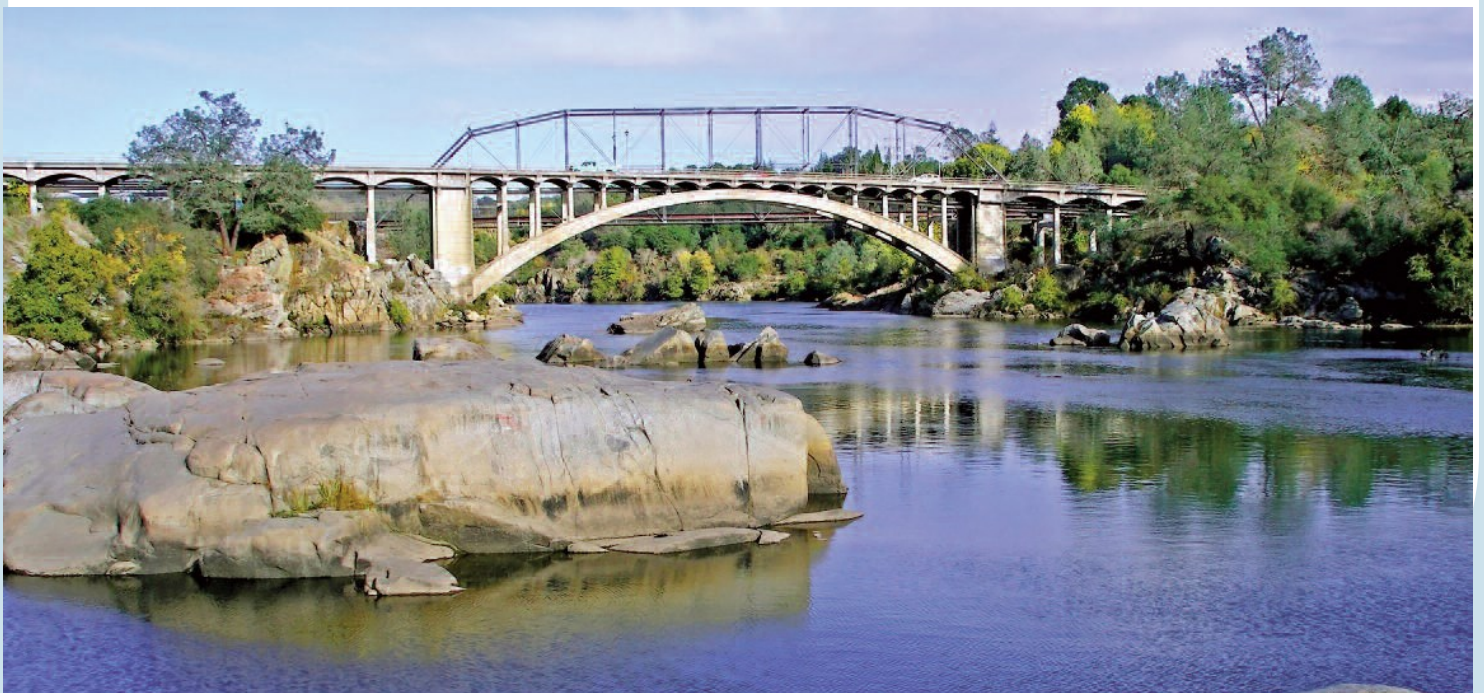
Candidates must have demonstrated experience in juvenile and criminal justice management, overseeing detention and/or correctional facilities, operational planning, policy formulation, budget development, personnel management, and labor relations.

Knowledge, Skills, and Abilities

Candidates must have demonstrated knowledge of the organization and functions of California state and local government; and principles, practices and implementation trends of juvenile and criminal justice. In addition, the candidates should be knowledgeable of federal, state and local laws, rules and regulations applicable to the delivery of probation services, and the operation of juvenile detention facilities and treatment programs.

Management Style, Skills and Personal Traits

The selected candidate must have excellent people and communication skills. It is expected that the selected candidate will have experience demonstrating accessibility, fairness, flexibility, honesty and fostering respect and commitment. The selected candidate should be diplomatic, politically astute, and decisive, take initiative and inspire creativity, accountability and transparency. The candidate should have demonstrated skills in collaborating with internal staff and external system stakeholders including the Court, Sheriff, District Attorney, Public Defender, Health and Human Services, community-based organizations and non-profit agencies.



APPLICATION PROCESS

If you are interested in this outstanding and rewarding career opportunity, please submit a completed online application form, resume, and responses to the supplemental question below to the Court's Human Resources website at www.saccourt.ca.gov **Job Opportunities** by 11:59 p.m. on August 18, 2021. Applications received by the final filing date will be the first to be considered. Applicants are responsible for submitting complete application packets. Human Resources will not notify applicants of incomplete application packets.

Filing Deadline: August 18, 2021 at 11:59 p.m.

Applications must be submitted online at www.saccourt.ca.gov Job Opportunities

SELECTION PROCEDURES

Following the final filing date, applications, resumes, and responses to the supplemental question will be evaluated to select the best qualified candidates. The best qualified candidates will be invited for an oral interview. The interview may consist of written and/or oral questions and/or a job simulation exercise.

If you believe you have a disability that will make it difficult to participate in any portion of the recruitment process and will require reasonable accommodation, please contact the Court's Human Resources Office at (916) 874-7828.

A background clearance is required before appointment. Incumbents in this position are required to disclose financial interests pursuant to Court policy implementing regulations of the Fair Political Practices Commission.

COMPENSATION & BENEFITS

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$224,272 - \$247,260 annually. There is an additional 3.35% Management Differential which is added to the posted salary for this class.

The attractive benefits program includes:

- Retirement - The County's Retirement plan is provided by the County Retirement Act of 1937 and is managed by the Sacramento County Employees' Retirement System.
- Medical Insurance - Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- Holidays - 13.5 paid holidays per year.
- Vacation - Two to five weeks (based upon length of service) of paid vacation.
- Sick Leave - 15 days per year.
- Flexible Spending Accounts - Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.